

University of Michigan
Interdisciplinary Junior Faculty Initiative 2009-10
Request for Proposals

Introduction

President Mary Sue Coleman and Provost Teresa A. Sullivan are pleased to announce the call for the third round of interdisciplinary junior faculty initiative proposals. This initiative will create 100 new tenure-track positions at the University of Michigan – Ann Arbor. The positions are designated for junior faculty members whose research and teaching interests are interdisciplinary. The goals of the initiative are to enhance the University's ability to engage emerging research opportunities and to increase tenure-track faculty involvement with the University's teaching mission. In the 2008 and 2009 rounds, 49 faculty positions in 12 clusters received funding approval. The remaining positions will be approved 2010-2012.

General Information

All schools and colleges on the Ann Arbor campus are eligible to submit proposals to the initiative. There is no limit to the number of positions a unit can submit, either alone or in collaboration with another school or college. Faculty members should contact their department chair, associate dean, or dean for information about school-level processes or reviews prior to submission of proposals to the provost's office.

A proposal may request one or more faculty positions. Cluster hires are strongly encouraged, although proposals for single hires will be considered. Proposals that build on or are linked to proposals funded in earlier rounds of competition will also be considered. Proposals should make the case for a position or set of positions in a particular area. They should not be focused on particular candidates nor should they include information such as names or CVs of likely candidates.

Positions must be at the assistant professor level (instructional track) and may not be budgeted as joint appointments. A dry appointment in a second area will be acceptable. All positions should be full-time, except that developmental leaves may be included in the probationary period (i.e., until the time of the tenure decision). Proposals submitted in previous rounds of the initiative can be submitted again. Proposals that are not successful in this round can be re-submitted in future rounds of the initiative.

Proposals may request salary and benefits as well as an appropriate start-up package consisting of equipment and renovations. The proposing school or college must commit space, any additional elements of a start-up package, and merit increases. Summer support, research assistant support, post-doctoral scholar support, moving costs, and similar items will not be funded by the initiative. Hiring departments will be responsible for the costs of faculty searches. Salary and benefit support of up to \$100,000 will be provided to the hiring units until such time as the faculty member leaves the University. At that time, salary and benefit funds will revert to the provost's office.

Proposal Submissions

Letter of Intent – All faculty members thinking of submitting a proposal to the interdisciplinary junior faculty initiative this year are strongly encouraged to submit a one-page letter of intent. The letter should include:

- 1) the expected title of the proposal
- 2) a list of the participating departments/schools/ colleges
- 3) a brief description of the interdisciplinary area that will be the focus of the proposal

The letter of intent (no more than one page) should be sent as a PDF by Wednesday, November 4, 2009 to Sharron Schmidt (sharrons@umich.edu) in the Office of the Provost.

The letters of intent will facilitate the formation of an appropriate faculty review committee and will allow planning that takes into account the number of proposals expected. The deans of all schools and colleges that would be part of a proposal should be copied on the letter of intent.

Proposal Requirements - Proposals for cluster hires are encouraged, although proposals for single hires will be considered as well. All proposals should include the following:

- 1) proposal title and proposed field(s) of hire
- 2) name, academic unit(s) (department/school), and contact information for faculty member(s) taking the lead in the proposal
- 3) name(s) of key collaborators in other departments/schools/colleges
- 4) signatures of the department chairs and deans of all units that are proposing positions
- 5) date of submission to the provost's office

Rationale (three to four pages) – Proposals should include a rationale for hiring in the selected area. Discussion should include information about the importance of the field; the appropriateness of the field to University of Michigan interests/strengths; discussion of the likely impact of the proposed hires on undergraduate and graduate education; as well as consideration of the likely impact on the academic world, the state of Michigan, and the larger community. Proposals for cluster hires should indicate how the proposed positions will interact.

Position Description (one to two pages per position) – This section should focus on how the positions requested will further the field of study described in the preceding section on rationale. Consideration should be given to both teaching and research. Specific information about likely courses the new faculty members would teach, research or performance groups they might join, etc., is

encouraged. Information about any possible dry appointment should be included here as well.

Mentoring Plan (one page per position) – This section should clearly delineate plans for mentoring within the hiring department and through the collaborating units. If a cluster hire is proposed, mentoring for the cluster should be discussed as well. Specific information such as which senior faculty will be involved, which journals would be appropriate for publication in the interdisciplinary field, etc., should be included.

Institutional Collaboration (one-half page per position) – This section should include information about how the units involved in the hire(s) will collaborate to support junior faculty in professional development (research and teaching) and how they will interact in the tenure review process.

Potential Applicant Pool (one-half page per position) - The strength and diversity of the likely applicant pool should be reviewed, including discussion of institutions from which to recruit (e.g., universities, think-tanks, government research labs, creative centers, cultural organizations, etc.).

Search Process (one-half page) – This section should describe the search process, indicating how hiring units will reach interdisciplinary candidates and how departments/schools/colleges will collaborate on candidate reviews and campus visits. (Note that when proposals are funded, the search committees will be expected to participate in STRIDE (Strategies and Tactics for Recruiting to Improve Diversity and Excellence) training offered by the UM ADVANCE Program.)

Budget (one page per position) - Proposals should include salary and benefit costs for each faculty position requested. Proposals may include funding requests for an appropriate start-up package consisting of equipment and renovations as well. (See “General Information” above for budget items that should not be included in the proposal.)

Space (one-half page per position) - Proposals should include a description of the specific space(s) that will be provided for faculty funded through the interdisciplinary junior faculty initiative.

Submission and Review Process

Proposals may be submitted to the provost’s office beginning Monday, January 4, 2010. The deadline for all proposals is 5:00 p.m. on Friday, January 22, 2010. Proposals should be submitted as a PDF to Sharron Schmidt at sharrons@umich.edu. Questions about proposal preparation and submission can also be directed to Ms. Schmidt using this email address.

A committee of distinguished University of Michigan faculty members will review proposals. The committee will provide advice to the president and provost who will make the funding decisions. The funded proposals will be announced by mid-May 2010.